

**GENDER PAY GAP REPORT 2023**  
**JOHN DEWAR & SONS LIMITED**  
**(the “Company”)**

# GENDER PAY GAP REPORT 2023

A person wearing a light-colored striped shirt is holding a clear glass filled with water and a slice of yellow lemon. Water is splashing out of the top of the glass, creating a dynamic and refreshing scene. The background is dark, making the person and the glass stand out.

The gender pay gap shows the differences in average pay between women and men across the Company as a whole. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value.

Population split by male/female employees:

- **75% Male**
- **25% Female**

Median gender pay gap:

- **-7.2%**

Median bonus pay gap:

- **-11.8%**

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Mean gender pay gap:

- **-0.037%**

Mean bonus pay gap:

- **24%**

Males/Females receiving a bonus payment: **72%/70%**

*All employees are eligible for a bonus but must have completed at least 3 months' service in the relevant company Financial Year. New joiners explain why the actual % receiving a bonus is not 100%. There were more female new joiners as a proportion of the female population than there were male joiners as a proportion of the male population. This explains the difference in males / females receiving a bonus payment.*

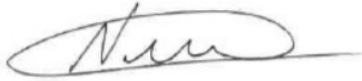
Proportion of males and females in each quartile\* pay band (Female%/Male%):

- Upper quartile: **27% F / 73% M**
- Upper middle quartile: **27% F / 73% M**
- Lower middle quartile: **24% F / 76% M**
- Lower quartile: **20% F / 80% M**

*\*Quartiles are based on hourly pay rates*

## Declaration

We confirm the information and data reported is accurate as of the snapshot date 5 April 2023

A handwritten signature in black ink, appearing to read 'Niall Mitchell', written in a cursive style.

Niall Mitchell  
VP Supply Chain, Western Europe

A handwritten signature in black ink, appearing to read 'Lisa Lawson', written in a cursive style.

Lisa Lawson  
HR Director, UK Supply